U.S. Army Installation Management Agency

Component Command Advisory Council

11 January 2005

Our Mission ***- provide equitable, effective and efficient management of Army installations worldwide to support mission readiness and execution, enable the Well-being of Soldiers, civilians and family members, improve the Army's aging infrastructure and preserve our environment.***

Leading Change for Installation Excellence

AGENDA

- **Introductions/Opening Remarks**
- **Old Business**
- **DoDDS Europe Standing Reports**
- **New Business**
- **Open Discussion**
- **Wrap-up/Closing Remarks**

OLD BUSINESS

- **Teacher Transfer Program**

Teacher Transfer Program

- **BACKGROUND:**

- **Family member employment remains EUCOM's number one Quality of Life initiative.**

- **Teachers are willing to accept remote assignments such as Korea if there is reasonable opportunity for them to transfer to more desirable locations after 2-4 years.**

- **DoDDS needs to attract quality teachers--especially those in remote assignments. A viable transfer program enables this.**

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Teacher Transfer Program

- **Provides opportunity for employees to seek positions in other locations within DoDDS**
- **Enhances morale and promotes mobility among our professional educators**
- **Used to place excess educators**
- **Key element in the recruitment & retention of highly qualified educators**

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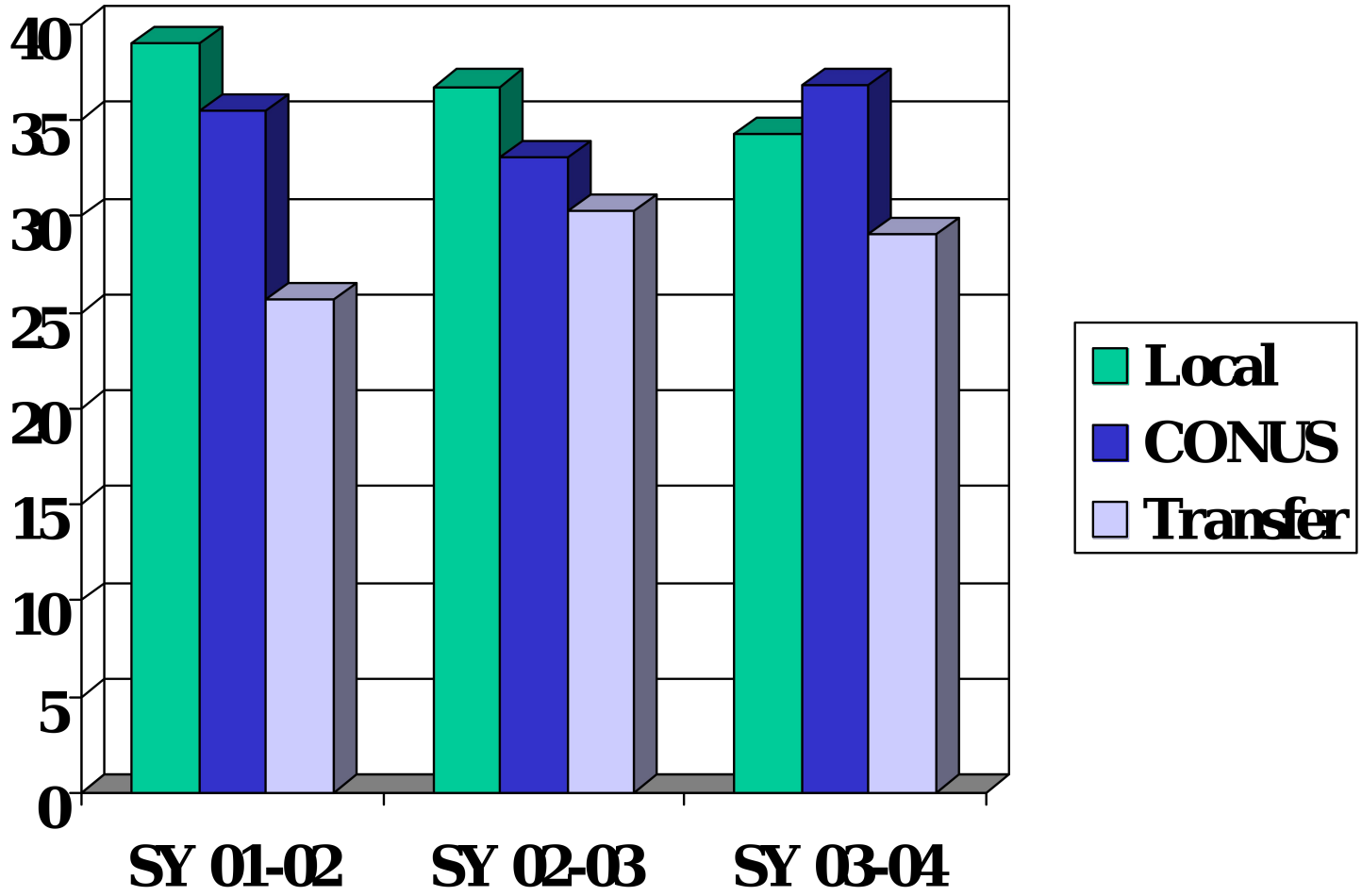
DoDDS-Wide Percentage of Local Hires/CONUS/Hires/Transfers



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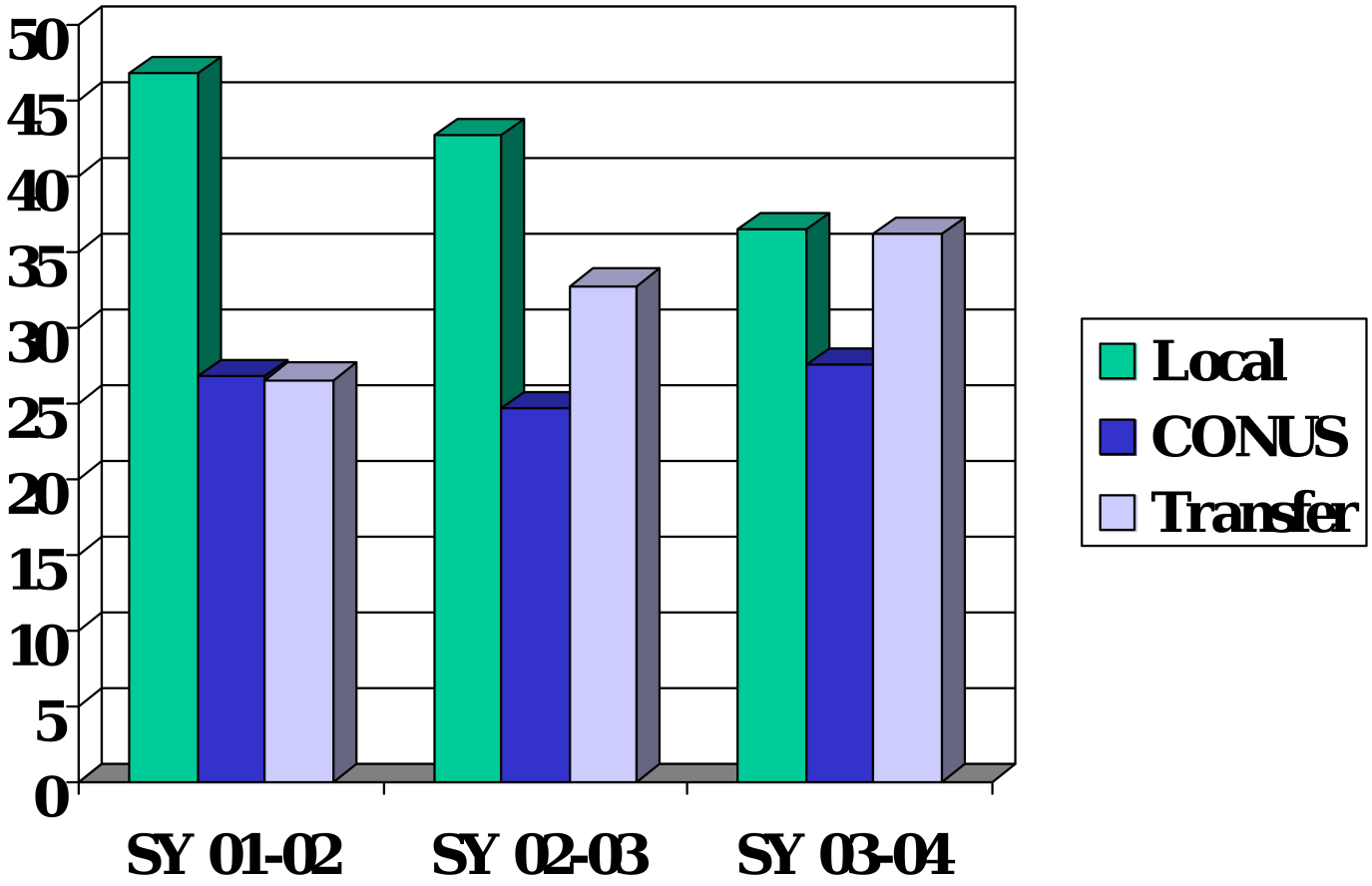
DoDDS-Europe Percentage of Local Hires/CONUS/Hires/Transfers



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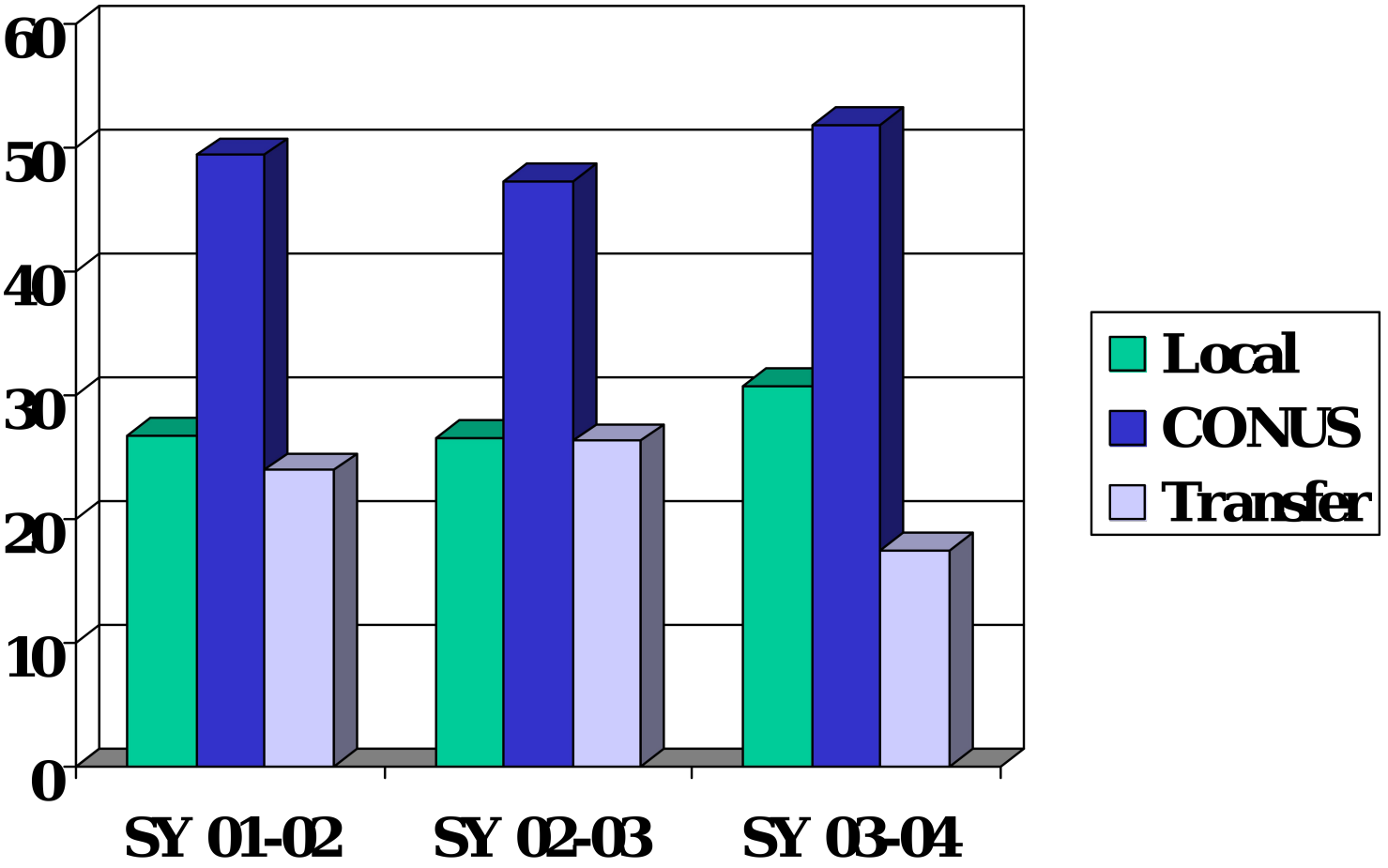
DoDDS-Pacific Percentage of Local Hires/CONUS/Hires/Transfers



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Teacher Transfer Program

- **<u>CURRENT STATUS:</u> In order to save PCS costs associated with the Teacher Transfer Program, EUCOM recommends the DoDDS hiring preference order be changed to:**

    1. **Displaced Teachers**
    2. **Local Dependent Hires**
    3. **Voluntary transfers**

- **<u>NEXT STEP:</u> EUCOM/DoDDS-E representation on DoDEA's task force**

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OLD BUSINESS

- **Free and Reduced Meal Program**
- **Early Registration Assistance & Space Available Students**
- **Medical Coverage at Athletic Events**

Medical Coverage at DoDDS-E Athletic Events

- **<u>PURPOSE:</u> To establish responsibility and procedures for medical coverage and appropriate emergency action plans for DODDS-Europe interscholastic athletic events**

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Medical Coverage at DoDDS-E Athletic Events

Definitions & Policies

- **Collision/ Contact Sports** - Basketball, Football, Soccer and Wrestling
  - EMT level provider present
  - Host Nation Emergency Ambulance Service On-call
  - Minimum emergency material to manage airway, cardiac, and spinal injuries
- **Limited Contact Sports** – Cheerleading, Field events, High Jump, Cross-Country, Softball and Volleyball
  - DoDDS designated individual present throughout the event with a cell phone and medical emergency contact numbers.
  - On-call emergency response services designated by local commander
- **Non-Contact Sports** – Golf, Riflery, Tennis, Track Running Events, Discus and Shot Put
  - No onsite medical support required
- **Emergency Action Plans** – Installation/base commander develop and validate annually

Medical Coverage at DoDDS-E Athletic Events

- **<u>CURRENT STATUS:</u> All concurrences received and MOA will be slightly revised and effective prior to the commencement of the winter sports season 2004-2005.**

Cost of Ambulance for SY04/05 – Regular Season

Sport	6th ASG	22nd ASG	26th ASG	80th ASG	98th ASG	100th ASG	104th ASG	Total cost
Football	$609.60	$250.00	$3,270.00	$5,336.00	$1,789.00	$1,242.58	$2,941.70	$15,438.88
Soccer	$1,524.00	$937.50	$4,033.00	$4,519.00	$2,802.00	$1,983.87	$5,070.88	$20,870.25
Wrestling	$685.80		$1,206.00	$1,810.00	$1,153.00	$701.29	$1,200.72	$6,756.81
Basketball	$3,505.20	$2,375.00	$8,683.50	$10,493.00	$4,440.00	$3,607.74	$10,359.54	$43,463.98
Total	$6,324.60	$3,562.50	$17,192.50	$22,158.00	$10,184.00	$7,535.48	$19,572.83	$86,529.91

Cost of Ambulance for SY04/05 – Tournaments

Sport	6th ASG	22nd ASG	26th ASG	80th ASG	98th ASG	100th ASG	104th ASG	Total cost
Football	$0.00		$1,072.00	$721.00	$1,416.00	$621.29	$1,188.00	$5,018.29
Soccer	$0.00				$1,163.00	$511.29	$210.72	$1,885.01
Wrestling	$0.00	$312.50	$454.00	$361.00	$271.00	$661.29		$2,059.79
Basketball	$0.00					$1,202.58		$1,202.58
Total	$0.00	$312.50	$1,526.00	$1,082.00	$2,850.00	$2,996.45	$1,398.72	$10,165.67

Medical Coverage at DoDDS-E Athletic Events

- **Total Ambulance Cost for SY04/05 both Regular Season and Tournaments: $96,695.58**

OLD BUSINESS

- **Military and Civilian Students' Physical Fitness**
- **Troops to Teachers**
- **Contractor Eligibility**
  - **New Issue from 100ASG**
- **DoDEA Longitudinal Study**

Longitudinal Study

- **Telephone survey of sponsors and students who have left DoDEA High Schools for any reason (i.e. graduation, permanent change of station)**
- **Sponsors and students will be contacted 3-5 months after leaving DoDEA and again one year later**
- **Four surveys have been developed for this study and include questions on:**
  - **Transition**
  - **Curriculum**
  - **Courses and Activities**
  - **Counselors, Teachers, Administrators**
  - **Summary Issues**

Longitudinal Study

- **DoDEA and Contractor had low rate of success conducting phone interviews with original sample population.**
- **85% online contact with the survey population**
- **Since June 04 the survey contractor has contacted 1,000 graduates.**
- **Collection procedures have improved**

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OLD BUSINESS

- **Broadcasting High School Graduations**
- **Intercultural Exchange**
- **Input on District Superintendents Evaluations**
- **Summer School**

Summer School 2004

- **High School**
  - **Remedial online courses**
- **Grade 8**
  - **Algebra I pilot**
- **Elementary**
  - **Summer Family Learning (online) focused on math and reading**

Special Session in Europe

- ***Multidisciplinary Enrichment Program for K-8 Military Dependents of the 1st AD***

- **RESULTS**
  - **--542 students registered**
  - **--40 students never reported**
  - **--Students attended 6-19 days**

- **MACOM**
  - **--Reports program was very successful**
  - **--Recommends it be made permanent for DoDDS**

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Summer School 2005

- **High School**
  - **Remedial online courses**
- **Elementary**
  - **Summer Family Learning (online) focused on math and reading**

Summer School 2005

- **Prior to adding more summer programs, four issues need to be resolved:**

  1. **Funding: *No funds allocated for this purpose***

  2. **Equity: *Summer programs should be worldwide***

  3. **Accountability: *A mechanism to ensure higher attendance is needed***

  4. **Staffing: *Critical professional development trainings have been scheduled for the summer***

Summer School 2005

- High School
  - Face-to-Face
  - Remedial
  - Algebra, Geometry, US History, English
- K-8
  - Face-to-Face
  - Enrichment
  - Emphasizing Math, Science, Language Arts

Summer School 2005

Budget Estimate

10% Participation

Areas	Materials	Sites	Teachers	Admin	Totals
EUROPE	$431,977	$132,848	$966,988	$296,400	$1,828,213
PACIFIC	$237,643	$50,692	$525,631	$113,100	$927,067
DDESS	$292,651	$41,952	$526,456	$93,600	$954,660
DODEA	$962,272	$225,492	$2,019,076	$503,100	$3,709,940

Students: 9,604 Sites: 129
Teachers: 553

Summer School 2005

Budget Estimate

20% Participation

Areas	Materials	Sites	Teachers	Admin	Totals
EUROPE	$863,954	$132,848	$1,933,976	$296,400	$3,227,178
PACIFIC	$475,286	$50,692	$1,051,263	$113,100	$1,690,341
DDESS	$585,302	$41,952	$1,052,913	$93,600	$1,773,767
DODEA	$1,924,543	$225,492	$4,038,151	$503,100	$6,691,287

Students: 19,208 Sites: 129
Teachers: 1,106

STANDING REPORTS

- **Review of DoDEA Community Strategic Plan**
- **DoDEA/DoDDS-E Budget Report**
- **DoDDS-E MILCON Summary**
- **DoDEA and DoDDS-E Assessments**
- **DoDEA Curriculum Implementations**
- **Graduate Plans**

COMMUNITY STRATEGIC PLAN

- GOAL 1: Highest Student Achievement
  - **All students will meet or exceed challenging standards in academic content so that they are prepared for continuous learning and productive citizenship.**
- Initiatives and Challenges:
  - **Student Achievement / Test Scores**
  - **Curriculum Cycle / Implementations**
  - **Accreditation**
  - **SY Focus -- “Math Matters”**

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COMMUNITY STRATEGIC PLAN

- GOAL 2: Performance-Driven, Efficient Management Systems
  - **DoDEA will use a performance driven management system that operates in a timely, efficient, and equitable manner; places resource allocation and decision-making at the lowest operational level; and facilitates a safe environment conducive to optimum student achievement.**
- Initiatives and Challenges:
  - **Budget and Operating Expenses**
  - **Technology**
  - **MILCON**
  - **Transformation**

COMMUNITY STRATEGIC PLAN

- GOAL 3: Motivated, High Performing, Diverse Workforce
  - **The DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement**
- Initiatives and Challenges:
  - **Teacher Recruitment**
  - **Student Teachers**
  - **Local Hire Opportunities**
  - **Diversity**

COMMUNITY STRATEGIC PLAN

- GOAL 4: Network of Partnerships Promoting Achievement
  - **Every level of DoDEA will develop, promote, and maintain a network of partnerships to enhance student achievement.**
- Initiatives and Challenges:
  - **Safety and Security**
    - **Force Protection / "Safe Schools" / Anti-Terrorism**
  - **Surveys, Customer Satisfaction, and School Improvement**
  - **Reintegration**

FY 2004 Congressional Reductions

($ in 000)

	HQ/CSS	DoDDS-E	DoDDS-P	CUBA	DDESS	TOTAL
Management Efficiencies	784	3,192	1,442	5	2,009	7,432
Prof. Support Services	921	3,747	1,692	6	2,357	8,723
Indian Lands Mitigation	101	411	185	1	259	957
Impact Aid (Severe Disab)	856	0	0	0	0	856
Total	2,662	7,350	3,319	12	4,625	17,968

Note: The reductions in the Areas ($15,306) were applied to the Sustainment Program. The reductions to HQ/CSS ($2,662) were applied to the Director's Initiatives Fund.

FY 2004 Overseas Allowances Restorals

($ in millions)

Restoral*	Requirement	Available Funding	Initial Shortfall	
Europe				
PA/LQA	**$109.1**	**$65.5**	**$43.6**	**$43.6**
Pacific				
PA/LQA	$51.3	$32.2	$19.1	$19.1
Total	**$160.4**	**$97.7**	**$62.7**	**$62.7***

PA = Post Allowance

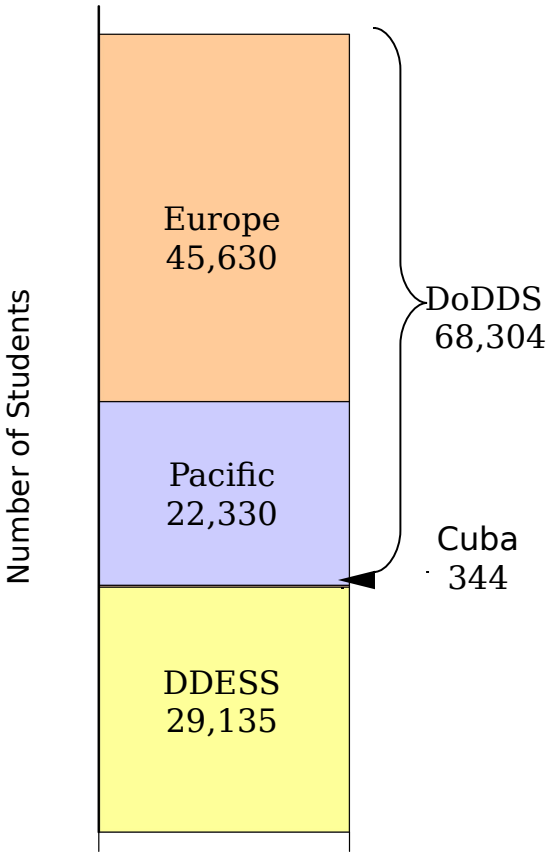
LQA = Living Quarters Allowance

* $62.7 Restoral = $12.3 from DoDEA and $50.4 from OSD

FY 2005

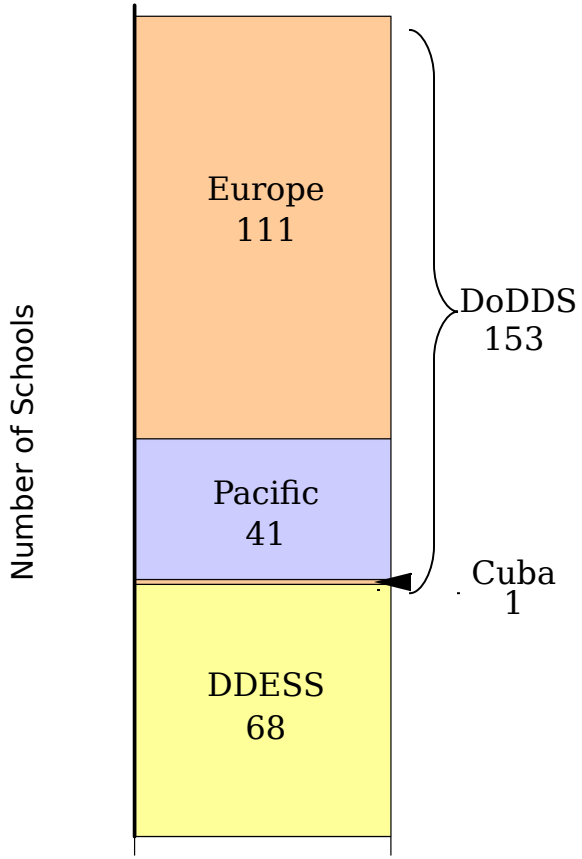
SY 04-05 Demographics

Students



Total: 97,439

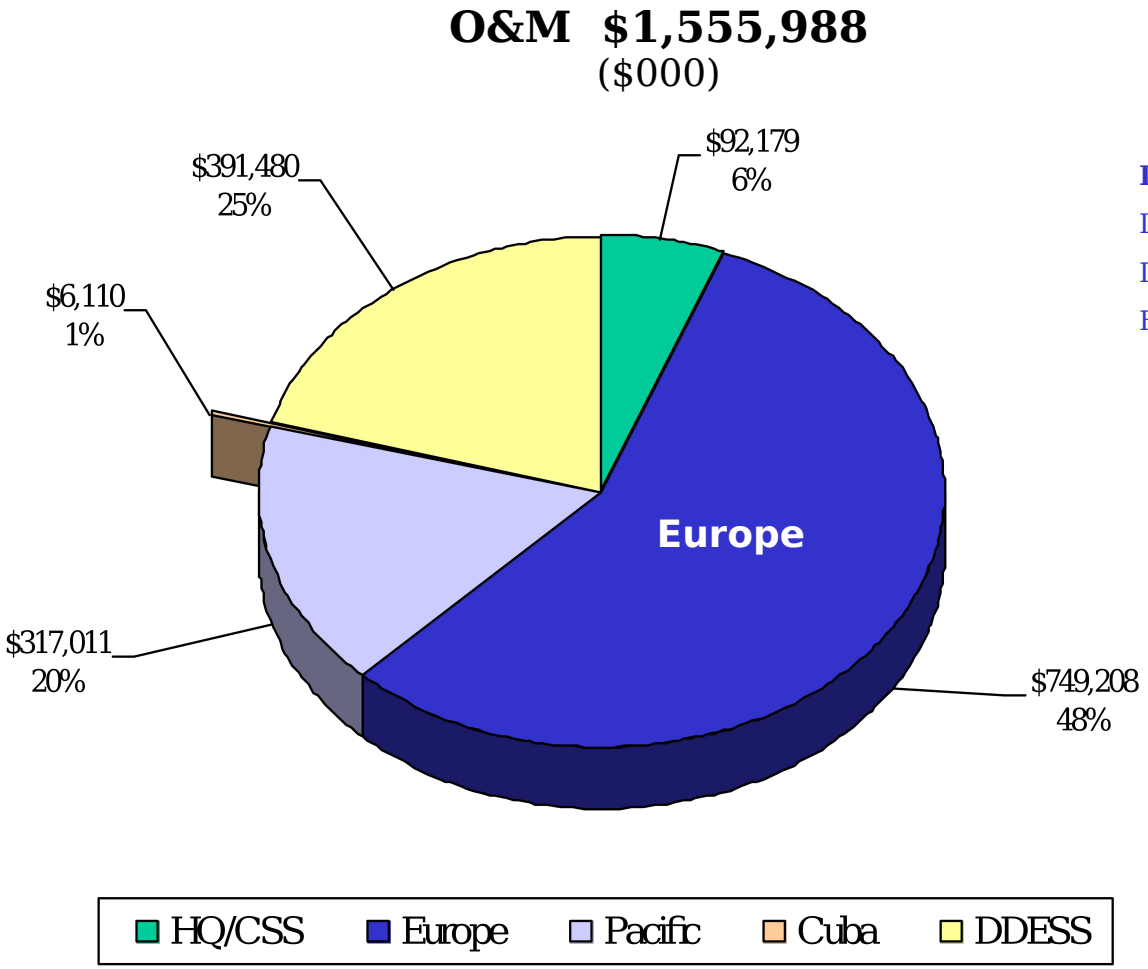
Schools



Total: 221

* Enrollment data as of September 30, 2004

DoDEA FY 2005 Budget Summary



Total Budget

DoDEA:	**$1,555,988**
DoDDS:	1,072,329
DDESS:	391,480
HQ/CSS:	92,179

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FY 2005 Budget Summary

($ in 000)

	O&M*	PROC	MILCON**
HQ/CSS	92,179	1,635	746
EUROPE	749,208		45,258
PACIFIC	317,011		
CUBA	6,110		
DDESS	391,480	1,300	26,964
TOTAL	**1,555,988**	**2,965**	**72,968**

Total Budget:
$1,631,921

*** Includes Direct and Reimbursable Funding. Subject to change due to Congressional, OSD and DoDEA adjustments.**

****MILCON excludes planning and design. ($6.5M)**

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FY 2005 Undistributed Congressional and OSD Reduction

($ in millions)

Unobligated Balances	28.907
Advisory and Assistance Services	23.455
Management Improvement Savings	3.004
Excessive Growth in Travel and Transportation	1.776
Indian Lands Mitigation	1.042
OSD Management Reserve	8.048
OSD Sustainment Withhold	10.000
Total	76.232

Proposed Billpayers

($ in millions)

Total Reductions
76.232

Director's Initiatives	- 2.500
HQ Centrally Managed Payroll (Bahrain) - 2.236	
Administrative Travel (-10%)	- 1.725
Reduce PCS Program	- 6.100
Sustainment/Restoration/Modernization (SRM) -37.750	
DoDEA Education Directorate	- 8.800

Subtotal Proposed Billpayers
-59.111

Proposed Billpayers (cont'd)

($ in millions)

Remaining Balance 17.121

Prorated Share:

HQ -2.217

DoDDS-Europe -7.590

DoDDS Pacific -3.138

DoDDS – Cuba -.055

DDESS -4.121

FY 2004 DoDDS-E MILCON Summary

- **Sigonella ES/HS, New Construction and Renovation $30.234 M**
- **Vicenza ES/HS, New Construction and Renovation $16.374 M**

- **Total FY 2004 $46.608 M**

FY 2005 DoDDS-E MILCON Summary

- **Grafenwoehr ES/MS,**
  New Construction $36.247 M
- **Vilseck HS, New Construction**
  and Renovation $ 9.011 M

- **Total FY 2005 $45.258 M**

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FY 2005 DoDDS-E MILCON Summary

Grafenwoehr ES/MS

- **Programmed Amount: $36.247M**
- **Scope: New Elementary/Middle School**
- **Purpose:**
  - **To support USAREUR re-stationing actions for Efficient Basing Grafenwoehr**
  - **To support an additional 1,444 students by School Year 2006-2007**
  - **To move middle school population from existing Vilseck Middle/ High School**

FY 2005 DoDDS-E MILCON Summary

Vilseck HS

- **Programmed Amount: $9.011M**
- **Scope: Additions and Renovations**
- **Purpose:**
  - **To provide adequate and efficiently configured school for 565 students**
  - **To replace substandard and temporary facilities, renovate existing facilities, and add educational space**

FY 2006 DoDDS-E MILCON Summary

- **Rota ES, Multipurpose Building $ 6.540 M**
- **Vilseck ES, New Construction and Renovation $ 1.908 M**
- **Landstuhl ES/MS, Classrooms $ 5.546 M**

- **Total FY 2006 $13.994 M**

DoDDS-E MILCON Summary 2007-2011

- FY 2007:
- **Rota HS, New Construction $18.908 M**
- FY 2009:
- **Wiesbaden HS, Gym, Art, Music and Renovation $ 6.702 M**
- **Wiesbaden ES/MS, Multipurpose Room $ 4.216 M**
- **Ramstein IS, Multipurpose & Classrooms $ 4.000 M**
- **Brussels ES/HS, Gym, Art & Music $ 4.324 M**
- FY 2010:
- **Ramstein HS, Gym, Classrooms and Renovation $ 9.423 M**
- FY 2011:
- **Boeblingen ES, Classrooms and Renovation $ 2.447 M**

MILCON PRIORITIZATION PROCESS

- **DoDDS identifies requirements, conducts initial prioritization.**
- **EUCOM Components provided proposed list from DoDDS-Europe for concurrence and/or revision.**
- **DoDDS-Europe receives revised lists for consolidation, submits recommended consolidated list to EUCOM. Courtesy copy to components.**
- **EUCOM and DoDDS prioritization forwarded to DoDEA for DoDEA-wide**

DoDEA SYSTEMWIDE ASSESSMENTS

Assessments to be in use by the year 2006

Assessment	K	1	2	3	4	5	6	7	8	9	10	11	12
Norm-Referenced (TerraNova)				X	X	X	X	X	X	X	X	X	
Math Criterion-Referenced					X				X		X		
Language Arts Criterion-Referenced					X				X		X		
Reading Proficiency				X			X						
Social Studies Criterion-Referenced				X			X						
Science Criterion-Referenced						X		X					
End-of-Course Algebra										X	X	X	X
End of Couse U. S. History										X	X	X	X
NAEP					X				X				

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NAEP 2003 Reading

DoDEA Grade 4

Rank	State/Jurisdiction	Average Scale Score*
1	**Connecticut, New Hampshire, Massachusetts**	**228**
2	**Vermont**	**226**
3	**New Jersey,** DoDDS	225
4	**Delaware, Maine, Colorado**	**224**
5	DDESS**, Virginia, Iowa, Montana, Minnesota**	223
6	**South Dakota, Missouri, New York, Wyoming, Ohio, North Dakota**	**222**
7	**North Carolina, Washington, Wisconsin, Nebraska**	**221**
8	**Indiana, Kansas**	**220**
	Nation	**216**

* DATA SOURCE: NAEP Reports

NAEP 2003 Reading

DoDEA Grade 4

Hispanic	1998*		2002*		2003*	
	Score	Rank	Score	Rank	Score	Rank
DDESS	**213**	1st	**222**	2nd	**216**	3rd
DoDDS	**212**	2nd	**222**	2nd	**220**	1st
National Hispanic	**192**		**199**		**199**	
National Average All Students	**213**		**217**		**216**	

* DATA SOURCE: NAEP Reports

NAEP 2003 Mathematics

DoDEA Grade 8

Rank	State/Jurisdiction	Average Scale Score*
1	**Minnesota**	**291**
2	**North Dakota, Massachusetts**	**287**
3	DoDDS, **New Hampshire, Montana, Vermont**	286
4	**South Dakota**	**285**
5	**Kansas, Iowa, Wisconsin, Connecticut, Wyoming**	**284**
6	**Colorado**	**283**
7	**Nebraska,** DDESS**, Maine, Virginia, Ohio**	282
8	**New Jersey, North Carolina, Indiana, Washington, Oregon, Utah**	**281**
	Nation	**276**

* DATA SOURCE: NAEP Reports

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NAEP 2003 Mathematics

DoDEA Grade 8

African-American	2000*		2003*	
	Score	Rank	Score	Rank
DDESS	**258**	2nd	**268**	2nd
DoDDS	**260**	1st	**270**	1st
National Average African-American	**243**		**252**	
National Average All Students	**272**		**276**	

* DATA SOURCE: NAEP Reports

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Student Achievement: TerraNova, "At" & "Above"

Status Report_

2004	CSP Goal	Results*	Change Needed
Reading	75%	70%	5
Language Arts	75%	71%	4
Math	75%	68%	7
Science	75%	66%	9
Social Studies	75%	68%	7

* DATA SOURCE: System Assessment Data Files

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Student Achievement: TerraNova, "Below" Status Report_

2004	CSP Goal	Results*	Change Needed
Reading	8%	9%	1
Language Arts	8%	8%	Met
Math	8%	10%	2
Science	8%	10%	2
Social Studies	8%	9%	1

* DATA SOURCE: System Assessment Data Files

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1999-2004 SAT I RESULTS

DODEA, DDESS, DODDS, AND THE NATION

SAT	1999	2000	2001	2002	2003	2004
DoDEA Math	498	500	497	497	498	503
DDESS Math	474	493	486	476	481	483
DoDDS Math	501	501	499	500	500	506
DoDDS-E Math	502	501	500	500	500	503
Nation Math	511	514	514	516	519	518
DoDEA Verbal	504	504	505	504	509	506
DDESS Verbal	483	496	497	490	499	496
DoDDS Verbal	506	505	506	506	510	508
DoDDS-E Verbal	507	507	511	512	514	513
Nation Verbal	505	505	506	504	507	508

2001 - 2004 SAT I PARTICIPATION RATES

SAT Participation	2001	2002	2003	2004
DoDEA	**64%**	**68%**	**68%**	65%
DDESS	**39%**	**49%**	**40%**	45%
DoDDS	**70%**	**74%**	**74%**	69%
Nation	**45%**	**46%**	**48%**	48%

Because ACT is the primary college entrance exam for Ft. Campbell and Ft. Knox students, the

DDESS participation rate for the SAT is normally lower than the rate for DoDDS.

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Curriculum & Standards

The DoDEA website

www.dodea.edu

Standards & Curriculum-PK-12
Standards & Curriculum–Content Standards

Curriculum Development Cycle

1. Study Trends and Practices/Analyze Data
2. Develop Renew Curriculum
3. Plan Professional Growth
4. Provide PD and Monitor
5. Implement Curriculum and Refine Instructional Practice
6. Evaluate/Report on Program Effectiveness

CURRICULUM REVIEW PROCESS 2004-2007

School Year	Pre-Implementation (Materials Procurement)	Pre-Implementation (Training)	Full Implementation
2004-2005	Math K-12	Science K-12	Language Arts & Reading K-6
		Visual Arts	Lang. Arts 7-12
		Special Education (Mod/Sev/Profound)	PTS (Hotel, lodging, culinary arts in selected schools
			Special Education Assessor Model
2005-2006	Health	Math K-12	Science K-12
	Phy Education		Visual Arts
	ESL		Special Educ (Mod/Sev/Profound)
2006-2007	Soc Studies K-12	Health	Math K-12
	Second Language	Phy Education	
	Host Nation	ESL	

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Curriculum & Standards

Highlights

Math Matters

- **New Standards and Tools**
- **Discrete Mathematics Course**
  - **The first course, Discrete Math implemented in SY 2004-05. The second course will follow in SY 2006-2007**

Language Arts/Literacy

- **Integrated 10th Grade Honors Course: World Literature & History**
- **Reading Support for Middle/Elementary Students**
- **Online Professional Development for Reading**

Professional Technical Studies Clusters/Pathways

- **Offerings Expanded to include Culinary Arts, Lodging & JROTC**
- **Middle School Career Awareness**

DoDEA Graduate Plans

Class of 2004

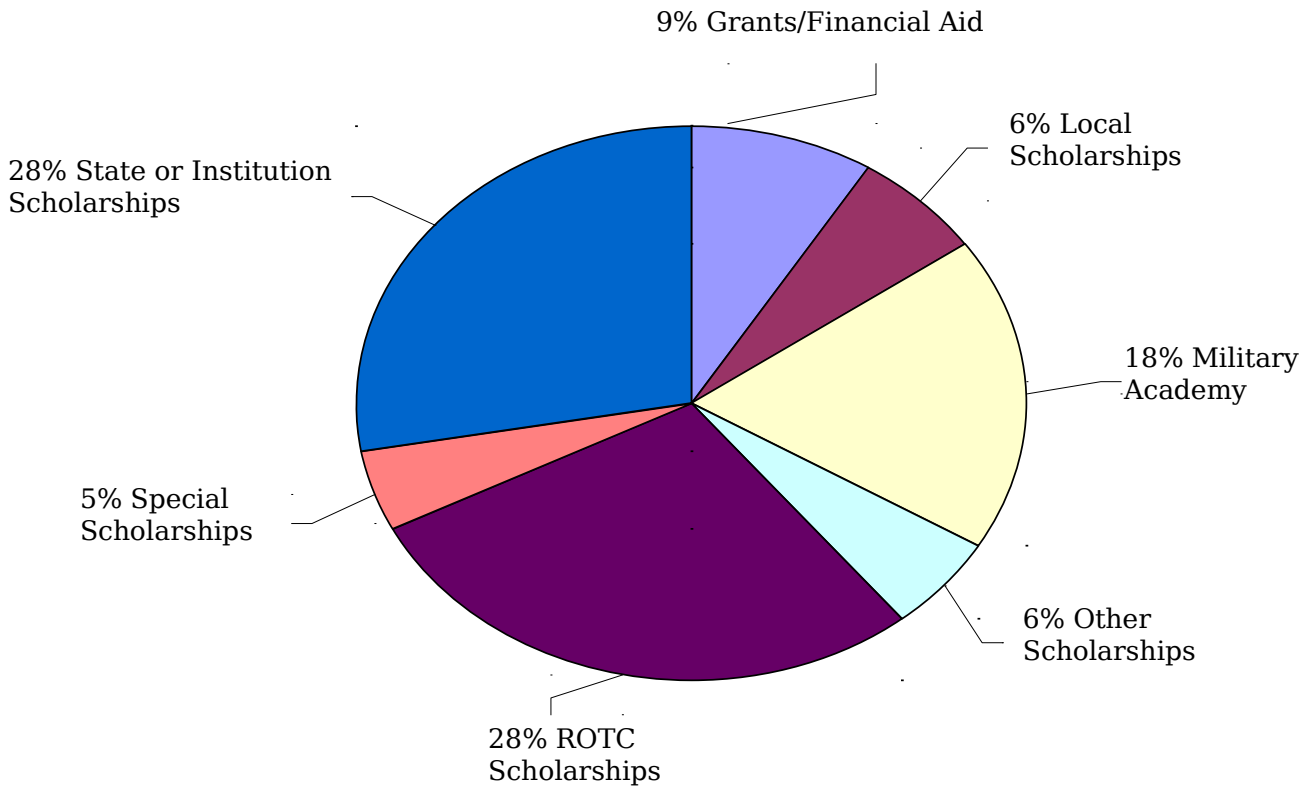
Graduation Rate 94%

Postsecondary Plans:

- **Education 77%**
- **Military 7%**
- **Undecided 7%**

DoDDS-Europe 2004 Scholarships

Monies Earned $16,173,498



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NEW BUSINESS

- **Reservist Issues**

Reserve Eligibility SY 02/04

Past Practice (2002 – 2004)

Activated Reservist Status	Dependent Enrollment
• CONUS, TDY	Space-Available, Tuition-Paying
• CONUS, PCS	Space-Available, Tuition-Free
• OCONUS, DoD Civ Employee	Space-Available, Tuition-Free
• OCONUS, Non-DoD Employee	Space-Available, Tuition-Paying

Interim Policy (SY 2004-2005)

Activated Reservist Status	Dependent Enrollment
• CONUS, PCS	Space-Available, Tuition-Free
• OCONUS, DoD Civ Employee	Space-Available, Tuition-Free
• OCONUS, Non-DoD Employee	Space-Available, Tuition-Free

Reserve Eligibility Policy

Proposed Long Term Policy

Activated Reservist Status	Dependent Enrollment
• CONUS, PCS	Space-Available, Tuition-Paying
• OCONUS, DoD Civ Employee	Space-Required, Tuition-Free
• OCONUS, Non-DoD Employee	Space-Available, Tuition-Paying

NEW BUSINESS

- North Central Association – Commission on Accreditation and School Improvement
- Vilseck FY05/06 School Calendar
- School Liaison Officer Survival Course
  - 15 thru 18 Feb 05
- School Transition Update

School Transition Update

- **Update**
  - **Meet and Brief Stakeholders**
  - **Transition Counselor Institutes (TCI)**
  - **Assist MCEC in Special Needs Focus Group Project**
  - **Interactive Counseling Centers (ICC)**
  - **Gather and Share “Best Practices”**
  - **MOA Signatories**
- **Way Ahead**
  - **Establish Transition Priorities from the Secondary Education Transition Study (SETS)**
  - **Student In/Out Checklist**

NSTALLATION MANAGEMENT AGENC

"Sustain, Support and Defend"

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